



RIELITY CHECK

A publication of the Louis Riel Teachers' Association (www.lrta.ca)

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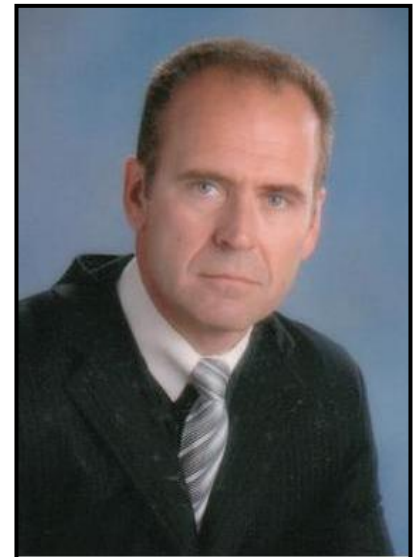
PRESIDENT'S MESSAGE

PRESIDENT – Frank Restall

Dr. Shack, a former Society President once said, “A battle never stays won. Rights and freedoms have to be constantly defended ... (and) won repeatedly. Issues once resolved have an ugly habit of reappearing as if they had never been considered before.”

The Constitution of the LRTA states that an objective of the Association is “to exercise all powers as may be within its competence in order to achieve and protect terms and conditions of employment...” Member rights and working conditions must be protected and it is the responsibility of every member to safeguard these rights and conditions.

All members must adhere to the provisions of the Collective Agreement. The gains that have been made in benefits and working conditions can be directly attributed to the membership standing together. These gains can only be maintained if we continue to work as a collective, bargain as a collective and support each other within the collective.



What makes the concept of a collective truly admirable is the fact that members put the concerns of the Association ahead of their own personal interests. Even though an article in the agreement may not apply to a member (at that particular time or circumstance), the member is part of the collective and therefore stands by the Agreement. Even though a member may believe that ignoring an article or its interpretation might be convenient, the member adheres to the Agreement knowing that the interests of the collective far outweigh personal convenience. Individual members cannot “cherry pick” articles in the Agreement that they like and ignore interpretations and other articles for, by doing so, a member is undermining all members within the collective and violating the Code of Professional Practice (which can be found in this issue). The following three passages highlight common areas where LRTA members can support one another.

One specific area where members can demonstrate support for the collective is in Article 10.00 of the Collective Agreement – Meal Period. The Agreement states; “Except in cases of emergency or unforeseen similar circumstances, every teacher shall be entitled to an uninterrupted meal period of fifty-five (55) minutes duration between 11:00 am and 2:00 pm daily.” LRTA members who, in any fashion, exert pressure on other member colleagues to attend noon hour meetings essentially propose an action that would violate the Collective Agreement.

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...PRESIDENT'S MESSAGE (continued from page 1)

A second area in which members can support each other is the process of applying for Discretionary Leave (Article 6.10). Discretionary Leave is used to attend to personal business. No explanation of that business or conversation about the Leave's purpose should occur. While an H.R. form must be filled out in its entirety, approval for Discretionary Leave is granted by the Superintendent.

Thirdly, members can demonstrate their support for the collective by following the procedures when applying for PPDF activities. LRTA members are to notify their administrator when planning to access PPDF. This notification does not mean seeking permission although a conversation with the school/worksite administrator will occur.

On a day to day basis, LRTA members can demonstrate commitment to the collective by ensuring that the articles and interpretations of the Collective Agreement are honoured. If greater information or clarity is required, please do not hesitate to contact the LRTA office. It is each member's right to contact the LRTA office at any time. It is not a violation of the Code of Professional Practice. Remember, call us first!

In closing, on behalf of the 1100 members of the Louis Riel Teachers' Association, I would like to take this opportunity to extend best wishes for the future to the Superintendent & CEO, Terry Borys, upon the occasion of his retirement and to extend a warm welcome to Duane Brothers, the new Superintendent & CEO of Louis Riel. The Association looks forward to a continued positive working relationship with the new Superintendent & CEO, his team and the Board of Trustees.

As we head toward the end of October, be sure to take care of yourself and to take care of each other.

Frank Restall

President, Louis Riel Teachers' Association



**The LRTA is
here for you**

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MTS CODE OF PROFESSIONAL PRACTICE

The Code of Professional Practice establishes the required standards of conducts for all members of the Manitoba Teachers' Society. A teacher's professional behaviour must reflect the spirit as well as the letter of the Code.

1. A member's first professional responsibility is to her or his students.
2. A member acts with integrity and diligence in carrying out professional responsibilities.
3. A member avoids involvement in a conflict of interest, recognizes that a privileged relationship with students exists and refrains from exploiting that relationship for material, ideological or other advantage.
4. A member's conduct is characterized by consideration and good faith. She or he speaks and acts with respect and dignity, and deals judiciously with others, always mindful of their rights.
5. A member respects the confidential nature of information concerning students and may give the information only to authorized personnel or agencies directly concerned with the individual student's welfare.
6. A member first directs any criticism of the professional activity and related work of a colleague to that colleague in private. Only after informing the colleague of the intent to do so, the complainant may direct in confidence the criticism to appropriate officials through the proper channels of communication. A member shall not be considered in contravention of this section in the following circumstances:
 - a) consulting with the Society or the president of the member's local association;
 - b) taking any action that is allowed or mandated by legislation;
 - c) where the member is acting in good faith and without malice in the discharge of the legitimate duties of his or her appointed or elected position.
7. A member does not bypass immediate authority to reach higher authority without first exhausting the proper channels of communication.
8. A member makes an ongoing effort to improve professionally.
9. A member adheres to collective agreements negotiated by the professional organization.
10. A member or group of members makes only authorized representations to outside bodies on behalf of the Society or its local associations. Without the express permission of the Society, no member(s) conferring with outside bodies may explicitly or implicitly claim that they represent the Society or its local associations.

((1) Violations of the Code shall be addressed through application of the Bylaws / Amended MTS Annual General Meeting, 2012)



OUR PROFESSIONAL RESPONSIBILITY

COLLECTIVE BARGAINING – Barry Wittevrongel

What is a member's responsibility as a professional in relation to The Code of Professional Practice? This is a question that is asked by both beginning teachers and experienced teachers. As a profession, we have made a public statement about the conduct of our members.

The Code of Professional Practice establishes the required standards of conduct of all members of the Louis Riel Teachers' Association and, in fact, all public school teachers in Manitoba. A teacher's professional behavior must reflect the spirit as well as the letter of the Code. Under the Collective Agreement, administrators, clinicians, coordinators, directors and teachers are all members and this Code applies to everyone equally.

So, what does that mean? It means that when members interact with one another, they do so considerately and in good faith while taking into account: the constitution, bylaws and policies of the Manitoba Teachers' Society, as well as the constitution, bylaws, Collective Agreement and policies of the LRTA. Also, practices instituted by the Division and LRTA over the past decade must not be forgotten.

If a member has a problem with a colleague s/he must first speak to the colleague in private about the concern. If the member intends to speak to anyone else about her/his concern, s/he must inform the colleague before doing so. Proper protocol and the appropriate channels of communication must be followed. If a member finds them self in a situation with a colleague and feels uncomfortable, it is appropriate to tell the colleague that s/he wishes to reconvene the meeting at a later date and s/he will be bringing LRTA support or MTS support with them. This is the proper protocol to be used when dealing with any member of the LRTA.

YOUR PAYCHEQUE EXPLAINED

Employee #:	Name	Cheque #		TEACHER				
Pay Cycle: MONTHLY/yr/mo		Pay Period End Date: month/day/year		Louis Riel School Division: Bldg# - Building Name				
<u>Earnings</u>	<u>Unit</u>	<u>Rate</u>	<u>This Cheque</u>	<u>YTD Amount</u>	<u>Gross to Net Pay</u>	<u>This Cheque</u>	<u>YTD Amount</u>	<u>Balance</u>
Salary Earnings			7,313.50	14,627.00	Total Earnings	7,408.00	14,816.00	
Dental Rebate			94.50	189.00	TRAF Pension	-690.21	-1,416.75	
					MTS Dues	-83.50	-167.00	
					MTS Local Dues	-50.00	-100.00	
					GWL Life Ins	-6.59	-13.18	
					Wawanesa Disability	-13.63	-27.26	
					MTS LTD	-138.13	-276.26	
					Parking Deduction	-10.10	-20.20	
					EI, Employee	-119.57	-239.14	
					CPP, Employee	-328.17	-656.34	
					Federal Income Tax	-958.74	-1,910.46	
					MB Income Tax Withheld	-673.82	-1,342.09	
Total Earnings			7,408.00	14,816.00	Net Pay	4,335.54	8,647.32	
<u>Other Information</u>			<u>This Cheque</u>	<u>YTD Amount</u>	<u>Balance</u>	<u>Net Pay Distribution</u>	<u>Amount</u>	<u>Deposit Date</u>
Teaching Days			19.00	39.00		Bank/Credit Union	4,336.44	Date
GWL Life Ins - ER			10.00	20.00				
Sick Day Balance					124.00			





...YOUR PAYCHEQUE EXPLAINED (continued from page 4)

Notes

The left of centre information refers to the amount of money that an employee receives monthly (This Cheque) and year to date (YTD Amount) beginning in January and ending in December paralleling the income tax year. The sick leave total begins in September.

The right of centre information refers to the amount of deductions that are taken off of your salary; monthly (This Cheque) and year to date (YTD Amount) beginning in January and ending in December.

Salary (left of centre)

The Salary Earnings reflects the payroll grid as per the Collective Agreement, adjusted for the dental plan benefit. The dental rebate reflects YOUR status (Family \$94.50 / Couple \$61.50 / Single \$29.50 / Opt Out \$94.50, you receive the difference between opt out and your status). If you have family dental coverage it will NOT appear. If you have opted out, it will reflect the complete value to be added onto your salary based on your FTE. If you do NOT work full time; you may have on the RIGHT side "Blue Cross Dental". This refers to the dental premium for part-time employees, which is NOT tax free.

Allowances as per Collective Agreement:

Principal	Allowance paid to Principals dependent of school class A, B
Vice Principal	Allowance paid to Vice Principals dependent of school class A, B
Department Head	Allowance paid to Department Heads
Coordinators	Allowance paid to Coordinators
Supervisors	Allowance paid to Supervisors
Directors	Allowance paid to Directors
Designate Teacher	Allowance paid to Designated Teachers – appointed by Division



Other Information

Teacher Days	The number of possible days worked in that month
GWL Life Ins – ER	Employer paid portion which is a taxable contribution representing ½ of the premium for the basic lump sum benefit of 200% of annual earnings.
Sick Day Balance	Days available at NO loss of pay. Maximum 124 days. Earned at 20 days per year prorated.

Deductions (right of centre)

TRAF Pension	Teachers Pension Plan contribution (Teachers' Retirement Allowances Fund)—dependent on number of days worked per month (meaning your net pay could be different each month), paid Sept – June 7.3% of salary up to \$47 200 above \$47 200—8.9%
MTS Dues	Provincial MTS dues paid monthly. Dues are set at the MTS AGM \$83.50 monthly for 10 months
MTS Local Dues	Annual LRTA dues divided into two equal payments (Oct. / Nov). Dues are set at the LRTA AGA (\$100.00)
CPP, Employee	Canada Pension Plan contribution
Federal Income Tax	Federal Income Tax contribution
MB Income Tax	Withheld Provincial Income Tax contribution
EI, Employee	Employment Insurance contribution
Parking Deduction	Paid parking with plug \$165 / without plug \$101 – determined by the Division
MTS LTD	Employee Paid Disability Insurance-set at the MTS AGM 1.62% of salary
Wawanesa Disability	Employee Paid Short Term Disability .184% of salary
United Way Con	Employee monthly contribution as determined by employee
Blue Cross Extended Health	Extended Health Insurance coverage (Single \$52.50 / Family \$105.20)
GWL A D & D	Optional Accidental Death & Dismemberment Insurance – employee paid \$.75/\$15 000 Family; \$.50/\$15 000 Single; to a max of \$300 000—paid monthly
GWL Dep Life	Optional Family Life Insurance – employee paid for dependents
GWL Life Insurance	Group Life Insurance – employee paid portion Mandatory (first 200% - employer/employee cost share) & Optional (beyond the 200%, 300% – 500%) **Life insurance premiums are now subject to PST, thus members will see a slight increase in those lines.**
Canada Savings Bond	Optional Canada Savings Bonds
Blue Cross Dental	Dental premiums for part-time employees (the post tax deduction)
DSLPL	Deferred Salary Leave Plan



Thank you to our Terry Fox Supporters - 2012!

On the beautiful autumn evening of September 28th, more than 300 people gathered in St. Vital Park to participate in the 29th annual Louis Riel Teachers' Association Terry Fox Torchlight Run. Thank you to committee members Joe Laxdal, Steven Howes, Brenda Richer, Lynne Bissonnette, Bob Gaudes, Shawna Anderson, Karen Ross, Darren Baker and Scott Wood. By all accounts the run was a great success and raised many dollars in support of cancer research.

The LRTA is proud to host and plan the Torchlight Run. However, it is the three decades of support from the community and the generous donations of the Torchlight Run's supporters that ensure its success year after year. The LRTA would like to recognize and thank the following supporters of the 2012 Terry Fox Torchlight Run:

- **Busker - Dane Bjornson**
- **Dan Kamenicky - "Dan the Magic Man"**
- **Glenlawn Co-op Education Students**
- **Face Painters**
- **First Student Bus Drivers**
- **Fort Garry Industries Limited**
- **Jeff Hunter and the Windsor Park Collegiate Guitar Ensemble**
- **Louis Riel School Board**
- **Louis Riel School Division Bus Drivers**
- **LRSD Non-teaching Employees**
- **Tammy Ferrante /Brenda Krueger - Terry Fox Foundation**
- **Victor Mager Drummers**
- **Donalda Whitehill from "The Running Room"**
- **Winnipeg Fire Paramedic Service**
- **Old St. Vital Biz**

**"Even if I don't finish, we need others to continue.
It's got to keep going without me."**

-Terry Fox